

# Engagement

## OUTCOME:

Children, parents, Tribes and caregivers are engaged in case planning and decision making.


- Needs and services of child, parents and foster parents
- Social Worker and caregiver engagement with child(ren) and families.



Goals		Action Steps/Benchmarks		Dates of Achievement	Method of Measurement	Lead(s)	CFSR/Program Improvement Plan or Reform Item	
13.1	Increase early and ongoing involvement of children, parents, resource families and Tribes in the assessment, development of case plans and major decisions.	13.1.1	Review and revise policy and procedure regarding when and how service plans are written and updated, the involvement of children and parents in assessments, development of case plans, and major decisions, to include practice guidelines for engaging fathers in the process.			<u>Program &amp; Policy</u>	Item 17, 18, 25	Reform
			a. Establish policy workgroup to review current policy and make recommendations for necessary revisions.	9/04-12/04	Task Completion			
			b. Management team review and approval of appropriate recommendations.	1/05-3/05	Task Completion			
			c. Provide training to staff and resource families (foster parents, kinship providers, and guardianship caregivers) on policy revisions and engaging families and children.	3/05-6/05	Task Completion			
		d. Implement policy revisions.	7/05	Task Completion	Practice Improvement (c-d)			
		13.1.2	In collaboration with Tribes develop and implement a policy requiring notice to the Tribe within one working day of identification of a child's Tribal and/or Band affiliation for children in out-of-home placement to increase Tribal involvement in case planning. (Refer to Quality Assurance Section)			<u>Program &amp; Policy</u>		
			a. In collaboration with Tribes, establish policy workgroup to develop recommended policy changes.	12/04	Task Completion			
			b. Management team reviews and approves appropriate policy recommendations.	2/05	Task Completion			
c. Orient staff, Tribes and community partners to the policy change.	3/05		Task Completion					
d. Implement policy changes.	3/05	Task Completion	Practice Improvement (d)					

		13.1.3	Develop and implement a strength-based comprehensive family assessment tool. a. Establish workgroup to develop comprehensive family assessment tool and supporting policies. b. Workgroup to report out on recommendations. c. Management Team reviews recommendations and approves appropriate policy/tool changes. d. Implementing automated version of family assessment tool. e. Provide training to staff, community partners and service providers to support improved assessment and case planning. f. Implement strength-based comprehensive family assessment tool.	9/04-12/04 12/04 2/05 TBD 3/05-6/05 6/05	Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Program &amp; Policy</u>	Item 17	
		13.1.4	Implement Family-Team Decision Making Meetings. <i>(Refer to Safety Section, 3.2.1)</i> <u>Subject to 2005 budget request.</u>	10/04-9/06		<u>Practice Improvement</u>		
		13.1.5	Review current models for family meetings <i>(Family Group Conferences, Family Team Meetings, and Family Decision Making)</i> and develop and implement protocols and tools for what models are appropriate to be used during various decision making stages throughout the life of a case. a. Establish policy workgroup to develop protocols and structured decision making tools. b. Workgroup to report out on recommended protocols for family meeting models. c. Management team to review and approve appropriate recommendations. d. Provide training to staff, community partners and service providers to support the models for family meetings. e. Implement protocols.	9/04-12/04 12/04 2/05 3/05-6/05 6/05	Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Program &amp; Policy</u>  <i>Training (d)</i>  <i>Practice Improvement (e)</i>		Reform
		13.1.6	Review all required staffings for children and families and develop recommendations for consolidation. a. Establish policy workgroup to review current requirements and make recommendations. b. Management team reviews and approves appropriate recommendations for consolidation. c. Make necessary policy changes to support the recommendations.	9/04-1/05 1/05 2/05-4/05 4/05-6/05	Task Completion Task Completion Task Completion Task Completion	<u>Program &amp; Policy</u>   <i>Practice Improvement (d-e)</i>		Reform

		13.1.7	<div>d. Orient staff on any policy changes. e. Implement new requirements statewide.</div> <div>Implement case conferences prior to dispositional hearing, as required by 2004 legislation. <i>(Refer to Permanency Section 7.1.4)</i> <div>a. Develop practice guidelines for staff. b. Orient staff, caregivers and community partners. c. Implement policy changes statewide. d. Report out every 6 months.</div></div>	<div>6/05</div> <div>6/04 6/04 7/04 1/05</div>	<div>Task Completion</div> <div>Task Completion Task Completion Task Completion Case Review</div>	<div><u>Program &amp; Policy</u></div> <div><i>Practice Improvement (c)</i></div>		Reform
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<div>14. Social Worker and caregiver engagement with child(ren) and families. Action Steps</div>										
Goals		Action Steps/Benchmarks		Dates of Achievement	Method of Measurement	Lead(s)	CFSR/Program Improvement Plan or Reform Item			
14.1	Increase quality and frequency of social worker contact with children, parents and caregivers.	14.1.1	For children placed in out-of-home care, develop and implement a policy to require 30-day visits between social worker and parents, and social worker and child. <u>Subject to 2005 budget request.</u>			<u>Program &amp; Policy</u>	Items 17, 19, 20, and 25			
			a. Establish policy workgroup to develop policy recommendations.	3/05-5/05	Task Completion	Practice Improvement (e-h)				
			b. Workgroup to report out recommendations.	5/05	Task Completion					
			c. Management team reviews and approves appropriate policy recommendations.	6/05	Task Completion					
			d. Budget decisions.	7/05	Task Completion					
			e. Provide training to staff, caregivers and community partners to support policy implementation.	7/05-9/05	Task Completion					
			f. Based on available funding, implement policy changes.	10//05	Task Completion					
			g. Establish baseline for compliance with policy changes and set performance measure.	3/06						
			h. Review and report on progress quarterly.	6/06-6/07	Task Completion					
			i. Achieve performance measure.	9/07						
		14.1.2	Review contracts/licenses with Child Placing Agencies and make necessary changes to support 30-day visits.	9/05		<u>Program &amp; Policy</u>	Item 19, 20			
		14.1.3	For children and families receiving services in their own home, develop and implement a policy to require 30-day visits between social worker and parents and social worker and child. <u>Subject to 2005 budget request.</u>			<u>Program &amp; Policy</u>	Item 17, 19, 20 and 25			
			a. Establish policy workgroup to develop policy recommendations.	3/05-5/05	Task Completion					
			b. Workgroup to report out recommendations.	5/05	Task Completion					

			<div>c. Management team reviews and approves appropriate policy recommendations.</div> <div>d. Budget decisions.</div> <div>e. Provide training to staff, caregivers and community partners to support policy implementation.</div> <div>f. Based on available funding, implement policy changes.</div> <div>g. Establish baseline for compliance with policy changes and set performance measure.</div> <div>h. Review and report on progress quarterly.</div> <div>i. Achieve performance measure.</div>	<div>6/05</div> <div>7/05</div> <div>7/05-9/05</div> <div>10//05</div> <div>3/06</div> <div>6/06-6/07</div> <div>9/07</div>	<div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div>	<div>Practice Improvement (e-h)</div>		
		14.1.4	<div>Increase compliance with Children’s Administration policy requiring workers to visit children in their placement within the first week in out-of-home care.</div> <div>a. Establish regional baselines for percent of visits occurring within the first week and set performance measure.</div> <div>b. Review and report on progress.</div> <div>c. Achieve performance measure.</div>	<div>1/05</div> <div>3/05-9/07</div> <div>9/07</div>	<div>Information System/Case Review</div>	<div>Practice Improvement</div>	Item 19	
		14.1.5	<div>Develop and implement a policy to require visits between social workers and caregivers for children in out-of-home care to be conducted every 30 days.</div> <div><u>Subject to 2005 budget request.</u></div> <div>a. Establish policy workgroup to develop policy recommendations.</div> <div>b. Workgroup to report out recommendations.</div> <div>c. Management team reviews and approves appropriate policy recommendations.</div> <div>d. Budget decisions.</div> <div>e. Provide training to staff, caregivers and community partners to support policy implementation.</div> <div>f. Based on available funding, implement policy changes.</div> <div>g. Establish baseline for compliance with policy changes and set performance measure.</div> <div>h. Review and report on progress quarterly.</div> <div>i. Achieve performance measure.</div>	<div>3/05-5/05</div> <div>5/05</div> <div>6/05</div> <div>7/05</div> <div>7/05-9/05</div> <div>10/05</div> <div>3/06</div> <div>6/06-6/07</div> <div>9/07</div>	<div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Task Completion</div> <div>Information System/Case Review</div>	<div>Practice Improvement</div>	Item 17, 19, 20 and 25	

		14.1.6	Implement Family-Team Decision Making meetings ( <i>Refer to Safety Section 3.2.1</i> ) <u>Subject to 2005 budget request.</u>	10/04-9/06		<u>Practice Improvement</u>		
14.2	Increase quality and frequency of caregiver contact with parents.	14.2.1	Institute a placement agreement with the resource family that defines expectations around resource family/birth parent relationship building including an introductory meeting within 72 hours of placement. ( <i>Refer to Preserving Connections, Section 18</i> )	6/05	Task Completion	<u>Program &amp; Policy</u>	Item 17	
		14.2.2	Review feasibility of establishing a statewide parent mentoring program utilizing specially trained foster parents to mentor birth parents. <u>Subject to 2005 Budget Request</u> a. Establish a workgroup to review current models, including the Vancouver Parent Mentoring Program, and make recommendations. b. Develop draft model and plan for implementation phased in over three years. c. Management Team reviews and approves appropriate recommendations. d. Budget decision. e. Plan for implementation f. Implement Phase I g. Implement Phase II h. Implement Phase III	10/04 1/05 3/05 7/05 12/05 1/06 1/07 1/08	Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion Task Completion	<u>Program &amp; Policy</u>        <i>Practice Improvement (e-h)</i>		Reform
14.3	Increase knowledge of staff, foster parents and providers on techniques of family engagement.	14.3.1	Develop and provide training for staff, foster parents, and community partners and service providers on engaging families, relatives and fathers. a. Develop training curriculum. b. Pilot training. c. Implement statewide training.	3/05-5/05 6/05 7/05-8/05	Task Completion Task Completion	<u>Practice Improvement</u>	Items 17, 18, & 25	
		14.3.2	Collaborate with community partners to plan and develop a statewide Fatherhood Summit. a. Establish conference workgroup. b. Develop conference program. c. Market conference. d. Conduct conference.	3/05 6/05 6/05-9/05 9/05	Task Completion Task Completion Task Completion Task Completion	<u>Practice Improvement</u>		Reform